

Disability Programme – East Asia ILO/Irish Aid Partnership 2009 – 2011

PEPDEL and INCLUDE Achievements & Technical Issues



COUNTRIES



International
Labour
Organization



- Cambodia
- China
- Lao PDR
- Thailand
- Vietnam



PROJECTS

PEPDEL: Promoting the Employability and Employment of Persons with Disabilities

- (China, Thailand, Vietnam)

INCLUDE: Promoting Decent Work for People with Disabilities through a Disability Inclusion Service

- (Vietnam with outreach to Cambodia, and Lao PDR)



COMPLEMENTARITY

PEPDEL

Development objective:

To improve the employability and employment of persons with disabilities through revision of relevant legislation and regulations and through improved enforcement and implementation

INCLUDE

Development objectives:

- To promote the development and strengthen the capacity of disability inclusion support agencies
- To sensitize policy makers, programme and service providers to disability issues from a rights-based perspective
- To provide technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services.

PARTNERS

- Ministry of Labour & other government institutions (i.e. Ministry of Social Affairs and Education)
- Employers' Organizations and their members
- Workers' Organizations
- Organizations of & for Persons with Disabilities
- Organizations of Persons Living with HIV-AIDS
- Universities and Students' Associations
- Private sector
- Service providers such as Micro-Finance & Business Development Services, Employment Centers
- Media

Organizational Structure

Project Advisory Committee's tasks:

- Formulate and agree on implementation guidelines
- Provide a platform for dialogue and sharing knowledge
- Monitor the activities
- Meet every 6 months to review progress

Technical guidance is provided by ILO staff at national, regional and headquarters levels.

PEPDEL & National Institutions

WORK ON LAWS, POLICIES, INTERNATIONAL CONVENTIONS

- 1) A Disability Law passed in Vietnam in 2010
- 2) A new quota system established in Thailand in 2010
- 3) Revised Tax Preferential policy (series of Notices and Circulars) in China in 2010
- 4) ILO Convention No. 159 promoted in Vietnam in 2010/1

THROUGH

Technical advice, sharing good practices, research, consultations, awareness raising, translation of technical and training materials in national languages

Rights – World of Work – Tripartism +



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PEPDEL & Trade Unions

QUESTIONS TO THE AUDIENCE:

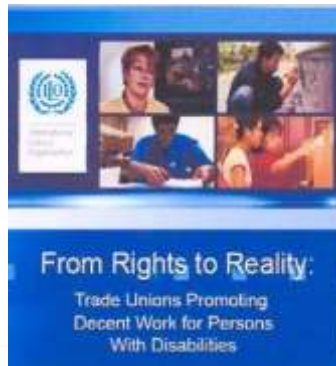
- 1) What can the Trade Unions do?
- 2) Why should Trade Unions get involved with workers and jobseekers with disabilities?



PEPDEL & Trade Unions

“Disability Champions’ Programme” Thailand

1. Information Awareness (Union members, Communities)
2. Promoting Participation and Leadership
3. Promoting Rights and Policies, Collective Bargaining and Reasonable Accommodation
4. Conducting Surveys and Disability Audits
5. Promoting OSH and Return to Work
6. Including Disability in the Mandate of the Union (Policy Union)



PEPDEL & Employers' Org.

QUESTIONS TO THE PUBLIC:

- 1) What can the Employers' Organizations do?
- 2) And what can the Members of the Employers' Organizations and the Private Sector in general do?



PEPDEL and Employers' Org.

1. Disseminate information on national laws and regulations on disability to their members through seminars, webpages, publications
2. Provide training to members (HR)
3. Surveys on the reality of disability among their members
4. Participate in the ILO Global Disability Network
5. Promote Inclusive Business and more CSR policies



PEPDEL & Employers' Org.

“Opportunity for All: Managing Disability and HIV” – Vietnam

1. Full involvement of VCCI (Vietnam Chamber of Commerce & Industry)
2. Full involvement and commitment of selected factories (leadership and management level)
3. Intensive training programme

Achievements:

- VCCI capacities increased
- 6/7 factories developed/endorsed policies on HIV & Disability
- 3/7 started recruiting people with disabilities through liaising with DPOs.

Inclusive Business

“Believe in what they can do, and they will do more!” Pranda



Inclusive Business

Ex. From Sony, Celestica,
& Le Buu



PEPDEL/INCLUDE & the DPOs

Organizations/Networks of and for Disabled Persons:

- 1) Key partners 2) Bring in expertise 3) Build their capacities
- 2) Involved at all stages of planning, consultation, negotiation, implementation
- 3) Service providers: disability equality training, disability audits, job-matching, advise private sector
- 4) Engage with the media



PEPDEL and the Universities

- 1) Disability Law Courses and BA and MA level established in China, Vietnam and Thailand
- 2) Development of Disability Law Curriculum
- 3) Disability Equality Training for Students (Thailand)
- 4) Disability Rights Research (China)
- 5) Disability Surveys with Employers (Thailand)
- 6) Awareness Raising in the Universities
- 7) On-line training on disability law



INCLUDE: Key Results

- 1) An Include Agency established in Vietnam with the purpose of providing mainstreaming disability services such as disability equality training, disability audits, disability employment services. Clients: microfinance, business service providers, employment service centres, vocational training centres
- 2) 100 women with disabilities included in entrepreneurship development initiatives (training, loans) - Cambodia
- 3) Inclusive vocational education and training promoted among ILO constituents through tripartite consultations – 8 countries
- 4) Capacity of disabled women associations built to deliver business development training – Lao PDR

INCLUDE is a new approach reflecting the spirit of the UN Convention on the Rights of Persons with Disabilities that the ILO is still piloting

References

Inclusion of persons with disabilities:

http://www.ilo.org/skills/areas/WCMS_DOC_SKL_ARE_DBL_EN/ang--en/index.htm

PEPDEL:

http://www.ilo.org/asia/whatwedo/projects/lang--en/WCMS_112558/index.htm

INCLUDE:

http://www.ilo.org/asia/whatwedo/projects/lang--en/WCMS_114085/index.htm